

VOLUNTARY EXERCISE PROGRAMS

1835

(No. 18A May 1999)

Consistent with the Bargaining Unit 8 M.O.U., employees not subject to mandatory exercise programs (in Section 1836) but covered by the Bargaining Unit 8 M.O.U. may voluntarily participate in planned and supervisor approved physical conditioning programs during normal working hours. Managers who, because they manage an emergency response function and directly supervise field Battalion Chiefs, and have responsibilities in Section 1833.3, may voluntarily participate in a planned physical conditioning program. Supervisors and managers who are permitted or required to participate in physical conditioning may continue while on temporary assignments.

Emergency response employees, supervisors and managers may attend (during work time, with permission of their supervisor and unit manager) CAL FIRE-sponsored physical fitness related events, activities, and training such as fun-walks or runs, brown bag lunch talks, or demonstration exercise sessions. ([See 1837](#) Minimum Standards for Exercise Participation.)

One hour of physical conditioning time will be provided each work day. Physical conditioning only includes exercise that meets participation guidelines and standards described in Sections 1837-1837.3.3. Additional time should be provided, as needed, for planning, warm-up, cool-down, documenting, dressing, showering or other functions associated with physical conditioning. Unit Chiefs or Staff Chiefs may approve temporary additional exercise time for employees of low fitness for up to six months when a change to a physically demanding emergency response assignment is anticipated. Unit Chiefs or Staff Chiefs may approve exceptions to voluntary daily exercise when required to meet department needs, e.g., for all-day unit meetings, all-day training, or other special circumstances.

Employees who are not subject to mandatory exercise programs, not represented by Bargaining Unit 8, not supervising emergency response employees, and not managing an emergency response function as described above, will use non-duty time to participate in individual exercise conditioning. To the extent possible, unit managers and supervisors are encouraged to accommodate employee requests for flexible work schedules to allow exercise during lunch periods or immediately before or after work hours.

[\(see next section\)](#)

[\(see HB Table of Contents\)](#)

[\(see Forms or Forms Samples\)](#)